



AAC Transformation Change Leadership

Change Leadership Team #3 - Gold Team
Community Brief

Ms. Mary L. Schmidt, Ms. Lindsay Coleman, COL Stephen D. Kreider, Ms. Wendy McCutcheon, Mr. Gary Olejniczak, Mr. Robert Reyenga, COL William Neal Patterson, and Mr. William Howell.

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Community Workshops Transformation Initiatives

Initiative #22 – Lead, Ms. Thomasine Coleman
Implementation of AAC Civilian PM Post Utilization
Taskforce Initiatives.

Initiative #40 – Lead, Ms. Eileen Reichler and
Ms. Maxine Maples
Design a Civilian Regional Rotational Developmental
Assignment Program (C-RDAP) that includes a program
for leader development as well as a rotation program
for workforce members to be expert, relevant, and
ready.

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Community Workshops Transformation Initiatives

Initiative #22 - Implementation of AAC Civilian PM Post Utilization Taskforce Initiatives.

Workshop Issues:

- Need to attract more civilian candidates for PM positions
 - Concern about post-PM employment opportunities
 - No formal placement program for former civilian PMs

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Community Workshops Transformation Initiatives

Initiative #22 - Implementation of AAC Civilian PM Post Utilization Taskforce Initiatives.

Approved Plan of Action:

- Establish formal program to place civilian PMs
- Centralized administration (AMB/HRC)
- AMB/HRC solicits PM preferences regarding location and assignment characteristics or SSC
- AMB/HRC screens GS-14/15 and equivalent pay band positions
to identify potential post-utilization assignments for 6 month period
(Jul-Dec)
- AMB/HRC assigns PMs to positions

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Initiative #22 - Implementation of AAC Civilian PM Post Utilization Taskforce Initiatives.

Approved Plan of Action (continued) :

- Issue memorandum establishing formal placement program
- Establish formal procedures for program administration
- Identify roles and responsibilities for program administration
- Publicize the initiative to potential civilian PM candidates
- Process can also be used to place civilian SSC graduates

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Community Workshops Transformation Initiatives

Initiative #22 - Implementation of AAC Civilian PM Post Utilization Taskforce Initiatives.

Workshop Timeline/Deliverables:

- Issue policy/procedures immediately
- First placements to be made in FY05

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Community Workshops

Transformation Initiatives

Initiative #40 - Design a Civilian Regional Rotational Developmental Assignment Program (C-RDAP) that includes a program for leader development as well as a rotation program for workforce members to be expert, relevant, and ready.

Workshop Issues:

- What are the objectives of the RDAP
- What are the target grades and length of assignment
- How is the program managed and funded
- How do we develop a pool of assignments
- When do we start

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Workshop Recommendations:

- Multi-functional vs. Leadership (leadership a by-product)
- GS 11-13 or pay band equivalent
- Regional management with focus on commuting area
- One year assignment

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Workshop Strategy/Plan:

- Voluntary participation
- Organizational funding with centrally funded pool at region to
supplement long distance moves and inequities
- Formal graduation
- RDAP Program Administrator at each region

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Workshop Timeline/Deliverable:

- Immediately issue policies and procedures
- Previously piloted at Huntsville -- concurrent start across all regions in FY05